

Position Specification

Executive Director

The Paul and Diane Manning Institute of Biotechnology



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The Opportunity

Position



Executive Director

Paul and Diane Manning Institute of Biotechnology



Location

Charlottesville, Virginia

Reporting Relationship



The Executive Director will report dually to the UVA Executive Vice President for Health Affairs and CEO of the UVA Health, Dr. Craig Kent and the UVA Executive Vice President and Provost, Dr. Ian Baucom with direct accountability to a committee of Deans (Medicine, Engineering, Arts and Sciences, Data Science), for operations, faculty, and programs.

Website:



<https://manninginstitute.virginia.edu/>

Position Summary

The University of Virginia (UVA) recently announced the creation of the Paul and Diane Manning Institute of Biotechnology, a new state of the art 350,000 square foot facility bringing together over 100 new research faculty, cutting edge technology, and partnerships with other academic institutions, industry organizations, and the state of Virginia with the intent of becoming a hub for biotech research, manufacturing, and a state-wide clinical trials network, with the goal of improving the health and wellbeing of the citizens of Virginia and beyond. The Institute was made possible by an extraordinary \$100M gift of Paul and Diane Manning, along with additional funding from the Commonwealth of Virginia, the University of Virginia, and UVA Health. The Institute will be located in the Fontaine Research Park in Charlottesville and will open its doors in the fourth quarter of 2026.

The activities of the Institute will be led by an Executive Director (“ED”) who will be primarily responsible for achieving the Institute’s strategic initiatives. This will include providing leadership for all aspects related to industry engagement with biotech and pharmaceutical companies, oversight of the cGMP and manufacturing facilities, fostering translation of the therapies to patients through a state-wide clinical trials network, and working with the UVA Licensing and Ventures Group to promote commercialization of the technology by helping researchers connect with investors to bring the product

to the market place. The ED will also work collaboratively with Deans, Department Chairs, and Center Directors on faculty recruitment for the Institute. This leader will mature a forward-looking vision and develop effective strategies to integrate an array of entities, initiatives, and services to ensure the Institute for Biotechnology plays a key role in the economic development of the city and region. A key component of the Institute's success depends on sound and synergistic relationships with the biotechnology industry and relevant non-profits, each of which can accelerate the Institute's progress.

As an Institute of the University of Virginia, the ED will report dually to the UVA Executive Vice President for Health Affairs and CEO of the UVA Health, Dr. Craig Kent and the UVA Executive Vice President and Provost, Dr. Ian Baucom regarding overall strategic aspects of the institute, with direct accountability to a small committee of deans (Medicine, Engineering, Arts and Sciences, Data Science) for day-to-day operations, interactions with faculty, and program development and management. The committee will be chaired by the Dean of the School of Medicine.

The ED will be an accomplished scientist or physician scientist who has demonstrated an ability to lead an academic and industry focused on state-of-the-art biotechnology. The ED will exhibit the leadership competencies necessary to succeed in an academic medical center, including oversight of financial and operational functions including managing a substantial budget. The ED will possess a deep understanding of the role of culture in organizational success, and a willingness to be both strategic and tactical in achieving the Institute's objectives. The new ED should strive for consensus but accept ultimate responsibility for making decisions and implementing them, and not be afraid to make difficult decisions or lead change. The ED will be an advocate for equity and diversity in their role.

The ED will be well versed in the biotechnology industry with significant experience working for and/or partnering with biotech and pharmaceutical companies both small and large. The ED will help grow the biotechnology ecosystem both in Charlottesville and across the Commonwealth.

The ED will have a track record of successful management of university, community, philanthropic and governmental stakeholder groups, and significant accomplishments in increasing funding from donors and state and federal government entities. The ED will be the face of the Institute and must offer a compelling public persona to cultivate public support for the Institute's goals. The Manning Institute will be a catalyst for faculty-driven biotechnology research growth and development. The ED will develop productive working relationships with the academic leadership while driving the necessary faculty recruitments expected for the Institute.

The ED will hold the Thomas A. Saunders Family Jefferson Scholars Foundation University Professorship, which is a \$10 million dollar endowed professorship established in 2021.

Key Responsibilities

Areas of specific responsibilities will include the following:

- Develop, implement, communicate, and sustain a bold vision for the Institute that develops and mobilizes talent, research, and innovation.
- Provide thought leadership and expertise to anticipate, advance, and address the opportunities and challenges at the life sciences frontier through globally recognized initiatives.
- Work collaboratively with the Vice President for Research, Deans, Institute Directors, affiliated faculty, and other stakeholders to set program, research, and partnership priorities, which are built for resiliency and have multi-disciplinary approaches that keep pace and adapt to rapid change.

- Collaborate with Deans, Department Chairs and Center Directors to recruit and retain institute faculty.
- Recruit and retain Institute administrators and staff while creating a forward-leaning culture.
- Foster and expand the personal, professional, and intellectual growth of the faculty, staff, and students in the Institute.
- Oversee administration, program delivery, and shared services.
- Work collaboratively with colleges, institutes, and faculty throughout Virginia and across the country to attract, recruit, and retain top-tier faculty talent.
- Build mutually beneficial partnerships with non-profit and industry organizations that share a focus and mission of biotechnology innovation.
- Mature a vision and platform for partnership that will attract investment and philanthropy; enhance graduate and undergraduate experiential learning opportunities; support development of sponsored research-relevant programs; and strategically grow the research portfolio.
- Develop and maintain relationships with key local and state government officials and other key stakeholders.
- Establish the Institute as a hub for convening thought-leaders, decision-makers, and the scientific community on topics of national and international importance and capitalize on the unique assets of the Institute's expertise and resources.
- Partner and navigate the Food and Drug Administration's (FDA) processes and procedures for developing new therapies.
- Establish the necessary culture, infrastructure, and partnerships that support innovation to drive research development, and impact.
- Partner with the School of Medicine Senior Associate Dean for Research to develop a state-wide clinical trial network that will enable patients throughout the state of Virginia and beyond access to the novel biotechnologies produced in the Institute
- Attract pharmaceutical and biotech industry partners to collaborate with researchers at UVA, lease space in the biomanufacturing facility to industry partners, and create hubs for biotech research and manufacturing in Virginia and around UVA.
- Develop innovative financing models for partnerships with pharmaceutical and biotech industry partners.
- Develop relationships with biotech and pharmaceutical companies that will inspire these biotech and pharmaceutical companies to permanently reside in Virginia, creating a UVA biotech hub.

The Paul and Diane Manning Institute of Biotechnology

The Paul and Diane Manning Institute of Biotechnology ("The Manning Institute") will focus and project the University's commitment to research in biotechnology by promoting collaborative science and establishing a state-of-the-art campus centered on the research, development, commercialization, manufacturing, and patient care of new, innovative cellular, gene, and immuno-therapies. The Institute will provide a confluence of researchers and scientific leaders from all aspects of biotechnology research at the University and amplify opportunities for students and faculty to be at the frontlines of science and technology. The ultimate outcome is to ensure that no Virginian needs to leave the Commonwealth to obtain high quality state-of-the-art health care.

The Manning Institute will enable the University to catalyse cutting-edge research capable of creating new and innovative clinical therapies, making Virginia a national leader in research discovery, translation, and clinical care by:

- Further expanding the overall research portfolio at UVA.
- Developing translational “cores” including cellular therapy, gene therapy and viral vectors, and drug delivery technologies, among others.
- Significantly enhancing UVA’s infrastructure for entrepreneurship, innovation, and translation.
- Investing in clinical trials infrastructure and new facilities.
- Collaborate in recruiting new, experienced faculty and research scientists to the Commonwealth. The ability to translate these discoveries to clinical therapies serves as an engine for regional and state-wide economic growth and development. Patients with access to clinical trials benefit by receiving new, innovative therapies and the most up-to-date clinical care.

Facility

The new biotechnology building will be located in Fontaine Research Park and will have an estimated 350,000 square feet of research space, including a 20,000 square foot vivarium, a 20,000 square foot cGMP facility, 10,000 square feet of Core laboratory space, and much more. The Manning Institute will be designed as a highly efficient, state-of-the-art facility that will provide modern, flexible, modular, multi-use research laboratory and support space. The institute will have the necessary research laboratory infrastructure to accommodate a wide range of disciplines, including neuroscience, bioengineering, and medicinal chemistry. An architect and construction company have been selected for the project.

Research

Through the institute, UVA will build on its expertise in biotechnology. UVA’s ability to manufacture gene and cell therapy solutions, among others, at a large scale to support clinical trials and other essential steps in the development process toward FDA approval will grow with the institute.

The Manning Institute is anticipated to attract pharmaceutical and biotech companies to what is expected to become a major hub for research and manufacturing centered around UVA’s new state-of-the-art biotech facility.

Current UVA Translational research programs include but are not limited to:

- [Launchpad for Diabetes](#)
- [Ivy Biomedical Innovation Fund](#)
- [Coulter Center for Translational Research](#)
- [UVA Translational Research](#)
- [Manning Fund for COVID-19](#)
- [The Ivy Foundation COVID-19 Translational Research Fund](#)
- [Center for Diabetes Technology](#)
- [Center for Human Therapeutics \(cGMP facility\)](#)

University of Virginia

The University of Virginia (“UVA”) was founded by Thomas Jefferson in 1819 to advance human knowledge, educate leaders, and cultivate an informed citizenry. Today, UVA is a diverse global community of over 45,800 students, faculty, and staff. University students represent virtually every state

in the U.S. and 124 countries; and 224,000 alumni actively support their mission to serve the greater good.

UVA is an iconic public institution of higher education, boasting nationally ranked schools and programs, diverse and distinguished faculty, a major academic medical center ranked number one in the Commonwealth of Virginia, and a proud history of pursuing research and discovery to advance society.

In 2023, the University was ranked third best public university by U.S. News & World Report. In the 23 years since U.S. News began ranking public universities as a separate category, UVA has ranked in the top four and continues to rank in the Top 30 among the best of all national universities, public and private.

The community and culture of the University are enriched by a vibrant system of student self-governance, a sustained commitment to the arts, and a robust NCAA Division 1 Athletics program. UVA is made up of twelve schools in Charlottesville plus the College at Wise in Southwest Virginia. The University's twelve distinguished schools bring together a variety of disciplines, offering exciting opportunities for collaboration and cross-disciplinary exploration. UVA's schools include:

- [College and Graduate School of Arts & Sciences](#)
- [Darden School of Business](#)
- [Frank Batten School of Leadership and Public Policy](#)
- [McIntire School of Commerce](#)
- [School of Architecture](#)
- [School of Continuing & Professional Studies](#)
- [School of Data Science](#)
- [School of Education and Human Development](#)
- [School of Engineering and Applied Science](#)
- [School of Law](#)
- [School of Medicine](#)
- [School of Nursing](#)
- [UVA's College at Wise](#)

The University of Virginia heads into its third century with a strong financial foundation. This includes an endowment of approximately \$13.6 billion that yields \$190 million in annual endowment contributions. In addition, the University's Strategic Investment Fund provides an additional \$100 million annually for research and other strategic investments.

Not including the College at Wise, the University employs nearly 25,000 people, including approximately 10,000 faculty and staff and approximately 12,700 Health System employees. The University is the largest employer in the region and is a catalyst for growth across the Commonwealth, generating an annual economic impact of \$5.9 billion.

UVA Health

UVA Health is a fully consolidated part of the University of Virginia. UVA Health's vision is to be the nation's leading public academic health system and a best place to work — while transforming patient care, research, education, and engagement with the diverse communities it serves. UVA Health is an expansive network comprised of the UVA Medical Center, UVA Community Health (including hospitals in Culpeper, Prince William, Haymarket and a community medical practice), UVA School of Nursing, UVA School of Medicine, University of Virginia Physicians Group, Claude Moore Health Sciences Library, and other strategic partnerships and alliances.

Key statistics:

- \$4 billion in annual operating revenue
- >1,000 inpatient beds
- 41,000 inpatient admissions per year
- 1.8 million clinic visits per year
- 16,000 employees
- 615 Advanced Practice Providers and 1,357 Physicians for a total of 1,972 providers
- \$260 million in annual research funding
- 1023 students in the School of Medicine
- 798 students in the School of Nursing
- 761 residents and fellows
- 16 degree programs in UVA's School of Medicine and Nursing

UVA Health has several signature programs including a Comprehensive Cancer Center, the #1 Children's Hospital in Virginia with a Level IV NICU, a Level 1 Trauma Center, and the only Comprehensive Transplant Center in Virginia for Adults and Children.

Other assets or partnerships:

- Strategic Clinical Affiliation with Centra Health in Lynchburg VA (Kidney Transplant, Malignant Hematology)
- JOA in Pediatric heart (Children's Hospital of The King's Daughter, VCU Health)
- JOA in Stereotactic radiosurgery (Winchester Medical Center, Riverside Health, Chesapeake Regional Medical Center)
- Stem cell transplantation programs in Lynchburg and Northern Virginia
- Pediatric clinical integrated network (CHKD, independent community providers)
- Partnership with Encompass (rehabilitation hospital)
- Dialysis (11 units throughout central Virginia)
- Home Health agency (wholly owned)
- Hospice (partnership with Hospice of the Piedmont)

UVA Health continues to expand at an incredibly rapid rate and to invest significant resources across all missions. Just over the past two and a half years UVA Health has opened a new 84 bed tower, acquired a free-standing ambulatory surgery center, opened a 200,000 square foot orthopedic center, acquired three community hospitals as well as a physician's organization in Northern Virginia, become the #1 children's hospital in the state, and successfully achieved comprehensive status for its NCI designated cancer center.

UVA School of Medicine

Founded in 1819 as just the 10th medical school in America, the UVA School of Medicine consistently attracts some of the nation's most prominent researchers to develop breakthrough treatments that benefit patients around the world. With six cutting-edge research centers, eight research departments, and 20 clinical departments, the School of Medicine generates innovative and effective advances in biomedical research. Those research efforts are backed by more than \$260 million in grant funding. In 2023, the UVA School of Medicine was ranked the 11th best public school of medicine by U.S. News & World Report.

As part of its mission to provide excellence and innovation in patient care, research, and education, the UVA School of Medicine engages talented researchers and trainees, and promotes and facilitates

cutting-edge biomedical research. The School of Medicine consistently attracts some of the nation's most prominent researchers to develop fundamental scientific breakthroughs that can be translated for the benefit of patients across the Commonwealth and beyond.

The School of Medicine has an [NCI-designated Comprehensive Cancer Center](#), a [Medical Scientist Training Program](#) (MSTP), and a [Clinical and Translational Science Award](#) (CTSA) program. UVA's commitment to [research](#) is reflected in both national rankings and efforts to expand its research through strategic hires and research partnerships with other departments within the School of Medicine as well as with the School of Engineering, School of Data Science, School of Nursing, and others.

UVA School of Engineering and Applied Science

The University of Virginia School of Engineering and Applied Science got its start as the School of Civil Engineering in 1836. It was the first engineering school in the south and the fourth university-level engineering school in the nation. Today, UVA Engineering is among the top-ranked engineering schools in the country - one of U.S. News & World Report's top-25 public engineering schools that offer both undergraduate and graduate programs - and all nine departments are also among the top-ranked in their disciplines.

UVA Engineering has a mission to make the world a better place by creating and disseminating knowledge and by preparing engineering leaders to solve global challenges. With 182 tenured or tenure-track faculty, UVA engineering is dedicated to providing world-class education to over 2,900 undergraduate students and more than 1,000 graduate students.

UVA Engineering attracted \$86 million in sponsored research awards in fiscal year 2021, a 95% increase since fiscal year 2016. Focus, collaboration and investment are key words in UVA Engineering's research program. Faculty synergy is an outgrowth of UVA Engineering's highly collaborative culture, which has allowed the School to make an impact in cross-disciplinary initiatives across nine [Centers and Institutes](#). The energy and spirit of innovation also have led to many successful companies established by faculty, students, and alumni. The National Venture Capital Association has ranked Charlottesville as the fastest-growing venture capital ecosystem in the United States. And of the nine top venture-capital recipients cited in Charlottesville, five involved UVA Engineering research.

UVA College and Graduate School of Arts & Sciences

The College and Graduate School of Arts & Sciences (A&S) remains the historical and intellectual foundation of the University of Virginia. The largest of UVA's 12 schools, A&S offers more than 50 undergraduate degrees and concentrations and more than 25 graduate degree programs. It educates 70% of all of the University's undergraduate students (conferring upwards of 2,500 degrees each year), trains a quarter of the graduate students, appoints 60% of the tenure-track faculty and houses the core disciplines upon which UVA's academic reputation is built.

The College's mission is to educate the world's future citizens and leaders and advance our collective knowledge through innovative research while also supporting the advancement of the Commonwealth, the nation and the world. To address both the historic challenges of the 21st century and the enduring questions that have fueled human inquiry for generations.

The Graduate School features five departments boasting top-30 US News & World Report rankings. In 2021, English was ranked 11th nationally, with its “American literature before 1865” graduate program ranked 7th overall; History was ranked in a tie for 18th, with its U.S. Colonial History program ranked 4th nationally; Psychology’s Ph.D. clinical psychology program was also ranked in a tie for 18th; Economics was ranked in a tie for 26th, and the Department of Politics jumped up nine spots to earn a tie for 28th.

UVA School of Data Science

The University of Virginia School of Data Science—the first of its kind in the nation—is guided by common goals: to further discovery, share knowledge, and make a positive impact on society through collaborative, open, and responsible data science research and education. Founded in fall 2019 through the largest gift in UVA history, the School positions the university and community to play a national and international leadership role in the global digital future.

The research program is focused on the five pillars of data science—data acquisition, engineering, analysis, dissemination, and ethics—to be embodied in centers led by renowned faculty. Key areas of research are based on faculty expertise and societal need. This non-traditional structure allows for coordination across key areas of data science without the constraint of departmental silos and allows the flexibility that is a necessity in the fast-paced and constantly evolving field of data science.

The [Centers and Collaboratories](#) apply those pillars in diverse domains, fostering innovation among research groups across disciplinary boundaries. These collaborative efforts enable researchers to share knowledge and discovery and offer a unique opportunity to create an interdisciplinary ecosystem of people, ideas, and infrastructure—a 21st-century version of the academical village.

Professional Qualifications

The ED will possess a terminal degree (PhD, MD, MD/PhD, or equivalent) and qualifications that warrants appointment as a full professor. The ED will have 10 years’ experience in senior leadership positions in academia and/or the life sciences industry.

Procedure for Candidacy

The search committee will begin reviewing candidates immediately and will continue until the position is filled. Applications should include a detailed curriculum vitae and a letter of interest that highlight the applicant’s personal vision and relevant leadership experience. To ensure full consideration, inquiries, nominations, and applications should be submitted electronically in confidence, to alana.aisthorpe@kornferry.com

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